

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
THE SAN JOSE POLICE OFFICERS' ASSOCIATION

**Rehired Retiree Program
(Police Academy Instructors)**

The City and the San Jose Police Officers' Association (POA) acknowledge that, per the Agreement reached on January 12, 2017, and approved by the City Council on February 7, 2017, the POA MOA includes the following provision:

ARTICLE 60

The City may establish a Rehired Retiree Program for the reemployment of Police retirees of the Police and Fire Department Retirement Plan to conduct background investigations. The POA and the City agree to meet and confer over any other duties for rehired retirees. This program shall be similar to the Rehired Retiree Program for the reemployment of retirees of the Federated City Employees' Retirement System as provided in City Administrative Policy Manual Section 3.1.5 and the San Jose Municipal Code, Part 9 of Chapter 3.28 of Title 3.

The City and the POA agree to amend the Rehired Retiree Program to include the reemployment of Police retirees of the Police and Fire Department Retirement Plan as Police Academy Instructors Article 60 shall be amended as follows and the parties agree that the terms of this Side Letter shall be incorporated into the Memorandum of Agreement (MOA) between the City and the POA:


ARTICLE 60

The City may establish a Rehired Retiree Program for the reemployment of Police retirees of the Police and Fire Department Retirement Plan as Police Academy Instructors and to conduct background investigations. The POA and the City agree to meet and confer over any other duties for rehired retirees. This program shall be similar to the Rehired Retiree Program for the reemployment of retirees of the Federated City Employees' Retirement System as provided in City Administrative Policy Manual Section 3.1.5 and the San Jose Municipal Code, Part 9 of Chapter 3.28 of Title 3.

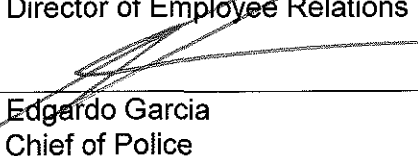
This process shall include, but not be limited to, amending the San Jose Municipal Code to allow for the reemployment of police retirees of the San Jose Police and Fire Department Retirement Plan as provided above. Additionally, the process shall also include amending the City's Reemployment of Retirees policy under City Policy Manual Section 3.1.5. to include reemployment of police retirees.

This agreement shall become effective when signed by all parties below.

FOR THE CITY:

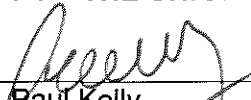
 9/21/17

Jennifer Schembri Date
Director of Employee Relations

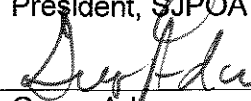
 9/19/17

Edgardo Garcia Date
Chief of Police

FOR THE UNION:

 9/19/17

Paul Kelly Date
President, SJPOA

 9/19/17

Gregg Adam Date
SJPOA Counsel